

The Transformation Process



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1. **Learning:** (a) Identifying and learning about the root causes of issues/problems faced by the organization's constituents. (b) Identifying and learning about ways to address these issues/problems.
2. **Awareness:** Understanding the larger structures of power and how these structures operate, as well as examining the way power operates within the organization.
3. **Vision:** Articulating the type of world those in the organization believe is possible for the constituents they serve, and examining the organization's role in moving towards that world.
4. **Strategy:** Outlining the steps the organization needs to take to implement its vision, especially as it relates to building the power, influence, and visibility of its constituents.
5. **Action:** Identifying and implementing a method for moving the organization into social change work that suits the organization and its constituents, while maintaining the organization's capacity to continue providing its core services.
6. **Reflection:** Evaluating the results of the action(s) taken by examining what worked, what did not, and what will be needed to improve upon the plan in the future (including what new learning and strategies are needed).